

Hub

magazine

U.S. ARMY RESERVE PERSONNEL COMMAND
JANUARY 2001

THE GATEWAY
A special pullout section of the Hub



National Defense Authorization Act
Know your entitlements:
NDAA affects points,
health care, mil techs,
Thrift Savings Plan, more

Hub

Vol. 31, No. 3

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On the cover: The White House affected thousands of Reservists when President Bill Clinton signed the NDAA last October. Photo courtesy of www.whitehouse.gov

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COMMANDER'S CALL

COL. TIMOTHY W. CANNON



AR-PERSCOM as eBusiness

New office heads up transformation

This special edition of the Hub will outline many of the great benefits for Army Reservists that resulted from the 2001 National Defense Authorization Act. Many of the provisions address quality-of-life and retention issues that should be welcome news to all of you.

I will talk about our efforts to move closer to AR-PERSCOM's vision of "precision military human resource management @ the speed of electrons." The launch of the new "twice the citizen" web site is just the first step in our eBusiness strategy.

So what exactly is eBusiness? Paying your bills online, checking your credit card balance via an automated voice recognition system, submitting your tax return electronically as well as ordering a merchandise and checking your stock values via the web: These are just a few examples of the commonplace, technology-enabled capabilities offered to consumers and customers in today's culture by successful organizations, such as Cisco Systems, MasterCard, the Internal Revenue Service, Ameritrade, eBay, Amazon.com, and Dell Computer.

Much like these organizations, AR-PERSCOM has also made a commitment to transform itself into an eBusiness and offer the same types of capabilities to better serve its customers and meet its mission of providing trained and ready soldiers in support of the national military strategy. This commitment was clearly articulated within AR-PERSCOM's Strategic Plan outlined in previous issues of the Hub.

Our eBusiness transformation represents a fundamental shift in way AR-PERSCOM will conduct business in the future. But what does it really mean to be an eBusiness? eBusinesses embrace the Internet as a means for conducting day-to-day business operations to better serve and meet customer needs and to enhance satisfaction across all stakeholders and constituents. eBusinesses utilize the same types of technology not only for the sake of their customers, but to support their own business processes to get the work accomplished.

What will this mean to our customers? It means that we will be able to provide the personalized, relevant content and informa-

tion that our customers need, when they need it and in the format desired using a variety of channels of communication, such as phone, email, web and so forth. It also means being able to use these channels to actually interact with our customers and have our customers interact with us to address their needs. For example, imagine being able to change your permanent address via the web, by filling out a web-enabled form and simply clicking the submit button! Other services and products may include:

- AGR application processing;
- Training requests and scheduling;
- Promotion board preparation and processing;
- Online, interactive career guidance via chat services; and
- OER preparation, processing, and routing.

Of course, transforming our organization into an eBusiness is all easier said than done. This is especially true given the frequently changing needs of our customers, and the constant evolution of technology to create enhanced services and products to better support our mission. That is why AR-PERSCOM has established an eBusiness Transformation Office, or eBTO, to focus and manage the transformation necessary in our culture, processes and technology to be consistent with a successful eBusinesses.

Establishing the eBTO also establishes our strong commitment to transform our organization with the dedication of resources and time to ensure our efforts are successful. The eBTO will be responsible for developing our eBusiness Strategy, defining the information technology projects to make our eBusiness Strategy a reality, and proactively managing these projects to successful completion. The outward result of our efforts will be an enhanced portfolio of services and products to support our customers that will leave us better positioned to achieve our organization's mission.

Over the coming months, we'll be keeping you abreast of our progress in our eBusiness transformation, and we welcome recommendations and suggestions for the types of services, products and functionality that would be of benefit.

VIEWPOINT



Lt. Col. Philip Weaver in his beret-wearing days

Beret crazy: Soldiers don the beret in June

The decision has been made. The implementation plan done. The execution of the plan to begin this year. Black berets will be the standard headgear for the Army.

The Army's green, black and maroon berets serve as symbols representing ideals and accomplishments that invariably include a measurable level of sacrifice by individuals or a collective. It could be argued those same ideals, accomplishments and sacrifice are carried by all, regardless of headgear, who wear the Army tag above their left BDU shirt pocket. The Statue of Liberty, Tomb of the Unknowns, American Flag, Lincoln Memorial and countless other symbols bring an unconditional emotional reflex to most of us. Symbols stand for things and make unspoken, yet loud, statements.

As the only Special Forces qualified officer currently assigned to AR-PERSCOM, I was asked my opinion on the upcoming change. My opinion about the matter is, quite frankly, insignificant. I know what wearing the green beret has meant to me, and nothing will change that. So, in lieu of an opinion, I provide you with my story, one man's perspective, about being Beret Crazy.

I can remember sitting on our living room floor with my brothers and sisters on a Saturday evening, must have been 1967 or '68, watching a black-and-white television screen when a man with a guitar came out on stage. This man had an Army uniform

on but was wearing a hat I had never seen before. I asked my father what it was, and he told me a green beret.

Barry Saddler's "The Ballad of the Green Beret" forever changed the way a piece of cloth and woven felt would be perceived by those outside of the small Vietnam-era Special Operations community. President John F. Kennedy personally authorized the wearing of the green beret describing it as a symbol (told ya) of excellence, a mark of distinction and a badge of courage.

Not long after the song came the John Wayne movie. My parents took my brother and me to see it, and I of course was hooked.

As an 11-year-old boy, I just knew that if I were a Green Beret I would not be afraid when my brother turned off the lights and shut the door trapping me in the basement with that guy under the stairs waiting to get me. If I were a Green Beret, I would win all the fights I was getting into defending my youngest brother, a Down's syndrome boy, when the neighborhood children would tease and call him, "Retard." If I were a Green Beret, I would be invincible, and only Kryptonite could stop me from doing anything I wanted. With a Green Beret on my head, people would fear and respect me on sight. Cloth and woven felt would mean the difference between me being exceptional and one of the elite, or me being average, plain and just one of the sheep.

So I had a goal, at the beaten-up (I did

win some) age of 12, I would be one of those three men out of 100 to earn the green beret. In November 1985, after six tough months, I graduated (there were more than three of us) from Special Operations Detachment Officer Qualification Course 2E-18A and walked Fort Bragg's Smoke Bomb Hill to be awarded *A TAB* and issued, from supply, a green beret.

What the heck is this? What about Barry Saddler? What about John Wayne? It got worse. When I reported for my first assignment as a Green Beret to the 5th Special Forces Group compound, *everyone was wearing THE SYMBOL*. From the clerks to the colonels, male and female, everyone had a green beret. How could that be? They did not go through and endure what I just did for the past six months. There were many of them without wings on their uniform but still wearing THE SYMBOL.

I wanted some answers and wanted them fast. Those people, those other people, did not earn the right to wear the green beret, and many of them had no right wearing a beret at all. They are not elite. They are not special. They are average, and I do not want them to wear what I have sacrificed and drove myself so hard to wear. The sheep were dressed like the lions, and I had a very hard time with it.

The answers never came, but you know what? The fact that the sheep were wearing THE SYMBOL did not detract in any manner my pride, discipline and profession-

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alism. Two events stick out in my mind and helped me come to some understanding of this dilemma, and I hope they will do the same for those of you who feel as I did.

First was Sergeant Major. Sergeant Major was a Vietnam veteran, and all he would say about it was that he “ran with the dogs.” I would later learn that meant Recon. He is Special Forces, Ranger, and of course Airborne-qualified. During his career, he wore the green, black and maroon berets. He grabbed several junior 5th Group officers as he often did and told us we needed counseling so off we went to the Green Beret Sport Parachute Club where he did his best mentoring.

There, during the most memorable session came his take on the previously mentioned, Everybody-can-wear-a-green-beret crisis of 1986. We asked him what he thought about it and true to his nature, he used stories and parables to get his point across. On this occasion, we sat and listened about *The Wizard of Oz*. For the sake of our young readers, I have edited all of Sergeant Major’s salty words that he used for emphasis with us.

Now the Scarecrow did not need to get a piece of paper from the Wizard for him to magically get a brain and be smart. The Lion did not need a medal for valor to be courageous. The Tin Man did not need a heart-shaped clock to have the attributes of a big heart. They had those characteristics all the time, and it was the journey that brought these admirable traits out.

It was also the journey that exposed the weaknesses of those without the right attributes. Sergeant Major was correct, it took my “Q” course journey and subsequent duties to bring out the attributes that I thought the awarding — and wearing — of a green beret would magically do.

The second incident was not long after the first, it involved the General. The General came to visit us for Officer Professional Development at the John F. Kennedy Special Warfare Center and School. The General had multiple tours in Vietnam, was highly decorated, commanded Special Forces and Airborne units all the way.

During his presentation, he moved off-topic and had to talk about the recently released movie *Rambo*. He warned us to never believe our own media. He reminded us that the absolute cornerstone for Special Operators was in being the quiet professionals and that if we wanted to beat drums and stand in front of large crowds of adoring fans, we should have been rock stars, not Green Berets.

He spoke further of his standard for being elite. To him, it had absolutely nothing to do with titles, badges, awards, uniforms, headgear or any other item that is concrete. To him, elite meant being an absolute master of the basics, whoever and wherever

**From the clerks to
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you are. He knew, respected and honored elite cooks, elite mechanics, elite clerks, elite drivers, elite repairmen, the list goes on. ... They did not need to wear anything for this general to consider them the best of the best at what they do. They were no less elite members of the Army team than the best Ranger, the best jumpmaster and the best Green Beret. I nodded and agreed, and I still do.

Symbols mean things. Symbols are important. In the profession of arms symbols, traditions and displays of same create esprit de corps and are matters of family and pride. I said at the beginning of this article that my opinion is insignificant, and it is. Would I have a stronger opinion and be more definitive had Gen. Eric Shinseki chosen the green beret for all to wear? I cannot say. I find myself often thinking of what Sergeant Major said all the time whenever we Green Beret (TAB) qualified guys would get full of ourselves.

“I don’t care where you been, what you done, or who your mama and daddy are, you’ve got to prove yourself EVERY DAY.”

And so it is. The other reminder I have about my beret place in the scheme of things is a coffee cup given to me by a “Special Unit” that I did some things with. On the cup it says, “Then I heard the voice of the Lord saying, ‘Whom shall I send? And who will go for us?’ And I said, ‘Here am I, send me!’ ” That, to me, is more important an ideal — and living symbol — than anything I can touch.

Now my daughters lock me in the basement with the lights off, but it is due to the journey, and not the beret, that I am not afraid. It is also due to the journey that when people stare and whisper about my brother when I am with him I no longer fight, I just put my arm around him and display the most powerful symbol there is, unconditional acceptance. It doesn’t matter where I’ve been, what I’ve done, who my daddy is or what I wear, I’ve got to prove myself every day.

Lt. Col. Philip S. Weaver is chief of the Combat Arms Division, Officer Personnel Management Directorate, AR-PERSCOM.

SERGEANTS BUSINESS



Sgt. Maj. Serena J. Rowan

Managing diversity in the workplace

In the new year, we take time to reflect upon the world — the past, the present, the future.

One may wonder, “What if the world were the same everywhere?” What if there was only one gender, one religion, one ethnic origin, and so forth in the world? There would be no need for all the laws that are in place, no agencies for conflict resolutions. Management teams would be a thing of the past; there would be no diversity,

Gee! Life would be very boring! So, as we make the transition from our festive season, reflect back on the world of work where we made ourselves many promises of hope for our New Year’s resolution. Let us focus upon better working relationships with our superiors, peers and subordinates alike.

The only way we can attain those working relationships is through the realization of diversity. It’s the differences that make each person unique.

In the past, this country was called “the great melting pot.” Customs and cultures from many lands were expected to blend together, to assimilate, to become “Americans.” Today, a popular way of looking at it is that the United States is more like a tossed salad — a variety of flavors, textures, colors and shapes.

Take a look within. Understanding diversity begins with understanding how you see yourself, your place in the world — and your own uniqueness.

Workplace diversity is a multi-faceted concept that continues to evolve as more organizations move toward a global marketplace. Most people hold the belief that every human being is of equal worth, entitled to the **same** privileges and opportunities, without regard to race, gender, disability or age. This fundamental belief has led to changes in management practices primarily relating recruitment, training and retention of employees who reflect the changing face of our workforce. In order to understand the necessities and benefits of managing workplace diversifications, the concept must be fully explored.

In the broadest sense, the management of diversity is a business’ reaction to rapid cultural and sociological changes. Internally, diversity management means providing a climate where **all** employees feel that they are valued by and contributing to an organization. Externally, it means that organizations are flexible and astute about changes occurring in our marketplace. The hard truth, however, is that inequalities exist for employees within organizations due to stereotyping and preconceived ideas about a person based on race, gender, religious or cultural origins, age, physical and mental limitations, and much, much, more. Racism, sexism, homophobia, and so forth cannot be managed away. It is precisely these beliefs and perceptions that necessitate managing diversity at all.

Affirmative action and the language of

equal opportunity came as a political response to the social outcry over the racial and social injustices that limited equal access to the workplace. One of the problems with affirmative action is that it began to be perceived as a public relations scheme more concerned about quotas than about individuals.

Managing workplace diversity strives to ensure that when an individual is hired, relocated, promoted, and etc, they should be able to trust that they have been chosen because of their **unique** qualifications, not because of gender or ethnicity.

As we move from words like fairness, inequality and injustice toward terms such as ethnic diversity, political correctness and cultural consciousness, have we changed our perceptions of the problems of workplace inequality or just the way we describe it?

Diversity consciousness cannot be simply mandated into a system, integrated into an organization’s culture or prompted by financial incentives. It is reflective of an attitude that organizations and their staffs must adopt that allows them to change their basic concepts about workers and converts “them” into “us.”

Most organizations tend to set up meager diversity programs — simply going through the motions. The organization summons employees into a one-hour seminar, where a video is presented and a survey is

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FROM THE HHC COMMANDER



Capt. John Manning

‘So you really want an evaluation, eh?’

“The development of bold, innovative leaders of character and competence is fundamental to the long-term health of the Army.”

Gen. Eric Shinseki, Chief of Staff of the Army

As we have been taught in numerous leadership courses throughout our Army careers, there are three pillars to the Leader Development Model: Operational, Institutional and Self-development. Although we, as individual soldiers, are responsible for our own self-development, there is nothing wrong with asking for a little help. One method of help could come through the use of a “360-degree evaluation.”

I know, you are thinking, evaluation ... we already receive evaluations. The current evaluation system is based on input from your rater regarding your duty performance and input from your senior rater regarding your potential. Unfortunately, raters and senior raters only see a portion of a soldier’s performance. There is a good chance that this “portion” is not only small but also quite different from the “larger” portions of the soldier’s performance. Another way to say this is that the performance visible to your rater and senior rater may be quite different than it is from your subordinates, peers, customers, etc. A “360 eval” can provide you feedback on the “larger” portions of your performance.

The 360 eval is a highly effective tool to provide accurate feedback to soldiers because the soldier receives information from a wide-range of people at different levels. This feedback provides the soldier a better sense of personal strengths and areas for improvement. Feedback from a 360 usually comes from peers, subordinates, customers, rater and self. By involving more than just one person, the feedback process is likely to be more meaningful for both rater and soldier and have greater representation in the amount and type of information supplied.

There are numerous benefits and advantages of receiving a 360 eval. This type of eval will provide honest feedback on leadership and performance, which can help motivate soldiers to change undesirable leader behaviors. Customers, peers and subordinates

have more contact than raters, and each of these people have a unique perspective that allows a more comprehensive view of the soldier’s performance. Self-ratings force employees to focus on what is expected in a job and identify gaps between present state and goals. This type of eval opens communication lines within the organization. This also charges the soldier with more accountability to subordinates and customers.

Although it may sound difficult to manage, it is really quite simple and is usually built in questionnaire format. Items chosen need to be concrete and observable, and can relate to traits, skills, behaviors, attitudes, values, etc., such as:

- Communicating: provides clear direction,
 - Decision making: involves others in decisions that affect them,
 - Motivating: creates a supportive environment,
 - Developing: encourages subordinates to exercise initiative,
 - Building: focuses the organization/unit on mission accomplishment,
 - Learning: encourages open discussion to improve the organization,
 - Planning and organization: reasonably adheres to the 1/3 2/3 rule in mission planning,
 - Executing: completes assigned missions to standard,
 - Assessing: takes time to find out what others are doing,
 - Respect: creates a climate of fairness and equal opportunity in the organization,
 - Selfless service: places welfare of others before own personal gain,
 - Integrity: is honest in word and deed,
 - Emotional stability: maintains calm disposition under stress,
 - Physical attributes: sets the example for others in personal appearance,
 - Technical skills: possesses necessary technical expertise to accomplish tasks,
 - Overall leadership: leads by example.
- The actual “ratings” for these items could be:

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not observed, always, very frequently, frequently, seldom, very seldom, never.

The rater and soldier decide whom best to fill out the ratings; remember, peers, subordinates, customers, supervisors and self. These people then fill out the questionnaires and the rater then compiles the data and briefs the soldier on the overall results. The end of the brief should be a discussion on developing the areas for improvement as stated in the evaluations.

In order to be an effective and positive developmental tool, senior leadership needs to be involved in the development of the program.

Keys to an effective 360 program include: leadership must communicate the goals and need for the 360 appraisal, a team of soldiers should participate in the development of the appraisal criteria and process, the soldiers must be trained on giving and receiving constructive feedback, conduct a test of the program before full scale implementation, and continually reinforce the goals of the 360-degree appraisal and be ready to change the process when needed.

At this point, you may think this sounds like a “civilian corporation” idea. In fact, I recently read that more than 90 percent of Fortune 1000 companies use some form of 360 assessment system for at least developmental feedback, but this is not just for the civilian community.

In 1998, the chief of staff of the Army tasked the Center for Army Leadership at Fort Leavenworth to pilot a 360-degree leadership assessment program in the Army. The purpose was to determine whether 360 assessments would provide value as a leadership development tool.

The Army conducted the first test with the 212th Field Artillery Brigade, Fort Sill, Okla., and later conducted a test with the 1st Brigade Combat Team 4th Infantry Division, Fort Hood, Texas. The process they used provided an assessment of the leaders using input from the rated soldier (single survey), representative subordinates (four surveys), representative peers (three surveys) and representative superiors (two surveys) for an all-around 360-degree view of the leader.

The stated objectives of the 360 test program was to increase non-inflated feedback provided to leaders on their leadership behavior; increase leader motivation to improve leader behaviors; increase leader communication with their superiors, subordinates, customers and peers; and improve leader performance in accordance with Army leader values, attributes, skills and actions. The sample rated items shown above were part of the Army 360 test.

More information about the 360 and the Army can be found at <http://www-cgsc.army.mil/cal/LRAD/360.HTM>

Bottom line, a 360 evaluation is another tool you can use in order to build on and improve your self-development program while also helping improve your team and organization.

SERGEANTS BUSINESS DIVERSITY

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Understanding diversity begins with understanding how you see yourself, your place in the world – and your own uniqueness.

taken. This is not enough. It must be an on-going process for it to work. That seminar will put the idea into their heads, but they forget it a day later.

Policies, procedures, compensation systems, work arrangements, training at all levels and orientation programs all need to be reviewed and modified to provide support for diversity.

Anyone has the right to feel discriminated against. Of course, feelings sometimes are truly based on fact. Most senior leaders are still white males, but the landscape of the American workplace is in a state of definite change. The pool of candidates is changing, which **does** increase the potential of the selected person for the position to be other than a white male.

The American work force is composed of myriad differences, and it is those very differences, which make for a diverse, interesting, productive workplace. A strong, fair-minded, comprehensive diversity program does not isolate the white male worker – it brings each worker into an understanding of other workers for their mutual benefit.

Let's celebrate diversity. Diversity is that makes us unique and provides strength. Take pride, welcome others as individuals with special qualities enjoy similarities and differences and when we appreciate diversity, we enrich our world!

E = Everyone, Everything, Everywhere, Every day, — all faces, all places, working together through ...

Giving

Respect

Oppportunity

Worth

Trust

Harmony.

Sgt. Maj. Serena J. Rowan works for the Personnel Records Imaging Services, or PRIS, Division under the Chief, Information Office.

Army, VA create health partnership for RC

Since last summer, up to 15,000 U.S. Army Reserve and National Guard soldiers have been eligible to receive physical examinations, immunizations and dental screening at over 10,000 participating Department of Veterans Affairs medical facilities and Federal Occupational Health providers, according to Army Public Affairs.

The Federal Strategic Health Alliance program, or FEDS_HEAL, is being implemented following last year's successful pilot program between the VA and the 81st Regional Support Command in the Southeastern United States, said Maj. Don Donahue, medical operations officer for the Chief of the Army Reserve.

Reservists can receive quality, cost-effective medical and dental services from Federal Occupational Health providers as well as participating Veterans Affairs medical facilities near their homes, work or Army drill neighborhoods, Donahue said.

"This program will eliminate the need for reservists to travel, sometimes hundreds of miles, to receive medical services at a military medical facility," he said. "This will help reduce the time reservists spend away from training to pursue medical and dental evaluations."

Equally important, the program will not interfere with veterans' access to services.

"In fact, FEDS_HEAL is designed to provide additional revenue that can be used to expand veteran services," he said.

Units can request medical and dental services for their sol-

diers and receive approval and a service site through a central automated system developed during the pilot program, Donahue said.

FEDS_HEAL will also relieve medical units from having to administer routine exams and screenings, will help create a better tracking system on medical and dental readiness and cost, and will offset a decrease in available military medical facilities due to downsizing, he said.

Donahue estimates that up to 45,000 more reservists and guardsmen will benefit next year when FEDS_HEAL is expanded even further.

The FEDS_HEAL initiative is designed to be a cost-effective source of services for the Guard and Reserve. The successful pilot was based on a comprehensive program model developed by the Army Office of the Surgeon General. The model projected all medical and dental services required by law for reservists and priced them at a competitive rate for the entire nation.

A memorandum of understanding paved the way for the program expansion. The agreement was recently signed by Patrick T. Henry, assistant secretary of the army for manpower and reserve affairs, and Dr. Thomas L. Garthwaite, VA's acting undersecretary for health. The Army/VA agreement mirrors one signed in 1999 between the Army and the Department of Health and Human Services, and formalized the Federal Strategic Health Alliance between the three agencies.

The Army Song: 'The Army Goes Rolling Along'

"The Army Goes Rolling Along," composed at the turn of the last century by a field artillery lieutenant as his branch's theme song, later became the Army's official song.

The original title was "The Caissons Go Rolling Along." You may remember the words, "Over hill, over dale, we will hit the dusty trail as the caissons go rolling along."

A caisson is a two-wheeled vehicle for artillery ammunition attachable to a horse-drawn limber, which is also a two-wheeled vehicle. Caissons can be seen in the movies "Gettysburg" and "Zulu Dawn."

"The Army Goes Rolling Along" was dedicated as the Army song at Army installations all over the world Veterans Day 1956.

The Army Song is performed on all appropriate occasions throughout the Army establishment.

Soldiers should stand at attention when it is played or sung. Civilians should stand erect. (USAWC/R.E.S./A.W.)

VERSE:

March along, sing our song
With the Army of the free.
Count the brave, count the true
Who have fought to victory.
We're the Army and proud of our name!
We're the Army and proudly proclaim:

FIRST CHORUS:

First to fight for the right
And to build the nation's might,
And THE ARMY GOES ROLLING ALONG.
Proud of all we have done,
Fighting till the battle's won.
And THE ARMY GOES ROLLING ALONG.

REFRAIN:

Then it's hi! hi! hey!
The Army's on its way.
Count off the cadence loud and strong:
For where'er we go, you will always know
That THE ARMY GOES ROLLING ALONG.

SECOND CHORUS:

Valley Forge, Custer's ranks
San Juan Hill and Patton's tanks,
And the Army went rolling along.

Minute men from the start,
Always fighting from the heart,
And the Army keeps rolling along.

REFRAIN:

Then it's hi! hi! hey!
The Army's on its way.
Count off the cadence loud and strong:
For where'er we go, you will always know
That THE ARMY GOES ROLLING ALONG.

THIRD CHORUS:

Men in rags, men who froze,
Still that Army met its foes,
And the Army went rolling along.
Faith in God, then we're right
And we'll fight with all our might
As the Army keeps rolling along.

REFRAIN:

Then it's hi! hi! hey!
The Army's on its way.
Count off the cadence loud and strong:
(two! three!)
For where'er we go, you will always know
That THE ARMY GOES ROLLING ALONG.
(Keep it rolling!)
And THE ARMY GOES ROLLING ALONG.

Anthrax shot program to go full-throttle this fall



File photo

Do I have to?

The Department of Defense announced recently that it was stopping anthrax vaccinations for servicemembers bound for Korea. Currently, only servicemembers and DOD civilians reporting for duty in Southwest Asia will get the immunizations. In Korea, the inoculation program hasn't been completely halted, but it has slowed down. Learn more at <http://www.anthrax.osd.mil/>

by Jim Garamone
American Forces Press Service

WASHINGTON, Dec. 28, 2000 – Defense Department officials expect the full-scale anthrax immunization program to restart in October. Officials are confident that Bioport, the sole producer of the vaccine, will overcome problems and receive approval for their new facility.

"The producer of the vaccine has made some substantial progress in recent weeks," said Marine Maj. Gen. Randall West, senior adviser to the Secretary of Defense for Biological and Chemical Protection.

West said the Department of Defense has been speaking with the Food and Drug Administration, the Centers for Disease Control and others monitoring Bioport.

"They and we have confidence that [Bioport is] going to achieve approval for new production and that will probably occur not later than the third quarter of the coming year," he said during an interview. This means full-scale vaccination would probably begin by October.

On Nov. 28, 2000, DOD announced it was halting anthrax immunizations for servicemembers bound for Korea. Currently, only servicemembers and DOD civilians reporting for duty in Southwest Asia will receive the inoculations. In Korea, the vaccination program hasn't completely stopped, but it has been slowed down, West said.

"There are some vaccine supplies there that we will continue to use until they are gone," he said.

Officials made the decision because of the shortage of FDA-certified vaccine. The vaccine program will resume once tested and certified supplies of the vaccine start flowing.

Officials said servicemembers and DOD civilians who have started the six-shot series will not have to start at ground zero when the program restarts.

"Personnel that have had their shot protocols interrupted will not have to go back and start over. They will pick up where they left off," West said.

West said DOD officials are disappointed that DOD cannot provide vaccine to the total force right now.

"We're trying to provide it in the area where we feel the threat is highest," he said. "There is, however, some additional supply available to a unit if they were deploying against an adversary that we knew to possess the capability and had reason to believe might use it."

The inoculation program has generated controversy. About 400 servicemembers have refused the shots. As of Dec. 7, 2000, almost 2 million individual doses of the vaccine have been administered to 496,026 active and reserve servicemembers. There were 1,326 reports of adverse reactions to the vaccine. Most were minor reactions at the shot site. A total of 52 required hospitalization. All returned to duty.

DOD ordered the inoculation program in 1996 with the first vaccines administered in March 1997.

The department is seeking a second source for biological warfare protection.

"We don't want to be in a position where we have to rely on a sole-source, non-government producer in the future," West said. "We would like to have capabilities like that duplicated. We would like to have a facility where we can call all the shots and make all the decisions. So we are pursuing a government-owned production facility — not just for anthrax but to include several other vaccines we would need in the future."

He said such a facility would not be operational for at least five to seven years.

For more information visit the program Web site at <http://www.anthrax.osd.mil/>



THE GATEWAY

Information for the USAR Full-Time Support Community

A special pullout section of the Hub



Directorate meets goals of Focus 2000

*Recruiter numbers increased, ESO achieved,
RSCs beefed up, customer service improved*

The Full Time Support Management Directorate officially closed the book on fiscal year 2000 Friday, Sept. 29, 2000. At the beginning of the fiscal year, FTSMMD director Col. Barry B. Gallagher established four primary objectives for the following 12 months and called them "Focus 2000." The four major objectives of FTSMMD's Focus 2000 were:

- 1) Increase the number of Active Guard Reserve recruiters in the United States Army Recruiting Command.
- 2) Achieve the AGR end-strength objective of 12,804.
- 3) Improve the strengths of the understrength regional support commands and reduce the numbers in overstrength RSCs.
- 4) Achieve improvements in customer service to the commanders and soldiers it serves.

Here is a progress report on how successful FTSMMD was in achieving its four major objectives for the year.

First, FTSMMD made significant contributions to the AGR recruiter strength in the U.S. Army Recruiting Command. The number of detailed recruiters that FTSMMD normally provides through details and new tours more than doubled. The increased production, along with strong support from the USAREC and the regional support commands, allowed the Army Reserve to fill nearly 400 re-

cruiter positions. These efforts helped to increase overall strength from 89 percent on Oct. 1, 1999, to more than 98 percent at the end of September.

"The best news about this effort is that USAREC was able to achieve the USAR recruiting mission for the first time since FY1995," Gallagher said.

Second, FTSMMD actually exceeded its end-strength objective of 12,804 soldiers by finishing the fiscal year with 12,855. Since FTSMMD did not have to achieve a large strength increase this year, its achievement doesn't look very significant until you look inside the numbers, Gallagher said.

"In order to achieve our final objective, we had to access over 1,400 soldiers during the year. The number of AGR soldiers who are retiring is reaching record levels so this year was a challenging year. The keys to success in achieving our end strength were aggressive marketing efforts and focused hiring efforts," he said.

Third, FTSMMD made significant gains in its efforts to "balance the buckets" and achieve a more level playing field for its field commanders, Gallagher said.

"At the beginning of FY 2000, only three RSCs had strength averages that fell in the 98 to 102 percent targets that I had established as the target," he said. "We begin FY 2001 with five of our 10 RSCs within the desired strength levels. In addition, we

were able to increase the strengths of three of the lowest strength RSCs from an average of 94 percent to 96 percent."

Fourth, FTSMMD took many actions and instituted numerous processes to improve its services and enhance its ability to take care of the commanders and soldiers FTSMMD serves.

"We made the greatest strides in providing better service through our web site," he said. "We responded to soldier requests for more automated information and services, and the response was overwhelming. We increased our web page 'hits' from an average of 200 per day to over 1,500 hits per day by the end of the year. I now receive more compliments from the field on the work of our civilians and soldiers than I do complaints by an average of two compliments to every one complaint."

FTSMMD has more initiatives that its officials want to implement in the customer service area, and FTSMMD officials will continue to focus on this area in FY2001."

"Overall, FY2000 was a successful year for the AGR program and for FTSMMD," Gallagher said. "The civilians and soldiers of this directorate stayed focused on the right things and helped the Chief, Army Reserve, and the entire USAR achieve record levels of readiness and relevance to the Army and to our nation. Thanks to everyone who supported us and helped to make this a very good year."



Sgt. Maj. T. Marmaduke

From the sergeant major

You've been selected for promotion – Now what?

Congratulations to all of you who were selected for promotion and/or schooling by the CY 2000 Master Sergeant/Sergeant Major Promotion Selection Board!

Competition is very keen for promotion to the top two enlisted grades, and your selection indicates that you have consistently exceeded the standards. While you wait for that phone call from your manager at FTSMD telling you where your next assignment will be, is there anything you should be doing? Absolutely. There are requirements to be met before you can be promoted, and requirements to meet afterward.

Before we can request the Total U.S. Army Personnel Command publish your orders, you must be in a promotable status. To be in a promotable status, you must:

- a. Not be flagged, under charges, AWOL, in confinement, being punished under Article 15, or being processed for discharge.
- b. Not be ill, or injured (not in line of duty).
- c. Be eligible for re-enlistment and continuation in the Active Guard Reserve, or AGR, Program.
- d. Possess the proper security clearance for your grade and military occupational specialty. (Favorable National Agency Check, or NAC, is the minimum requirement for promotion to master sergeant and sergeant major.)
- e. Not be enrolled in a weight-control program.
- f. Be on orders to, or occupying, a valid position requiring the grade and MOS recommended by the selection board. The date of assignment to the position cannot exceed six months from the effective date of promotion.
- g. Be medically qualified for retention.
- h. Must have successfully passed the Army Physical Fitness Test within nine months of the promotion effective date.

Of the above requirements, the one that consistently prevents soldiers from promotion, is letter g. The only document that

managers can review to ensure you are medically qualified for retention is your current physical examination. It's current if it is less than five years old as of the promotion effective date. If you have a permanent "3" or "4" in your profile series, you cannot be promoted until you have appeared before a Military/MOS Retention Board (MMRB), and the board has retained you in the recommended MOS.

Once you receive your promotion order, you have four remaining obligations in order to retain the promotion:

- a. First, you must comply with your reassignment orders. Reassignment orders are not voluntary. You must report as ordered, unless you've been granted a deletion or deferment prior to the reporting date.
- b. Your second obligation upon accepting your promotion, is to take action to reenlist or extend your enlistment agreement. Upon promotion to sergeant first class and above, you incur a two-year active-duty obligation. You have 30 days to take action or the promotion order is revoked.
- c. The third obligation is closely related to the second, that is, you must serve the entire two-year period on active duty. This means that you cannot apply for voluntary retirement or request early release for any reason, before completing your obligated service. If you fail to complete the obligated service, but have in fact served in the grade/MOS recommended by the board, you will be reduced, and may or may not be granted de facto status. That means you may be required to repay all pay and allowances received at the higher grade.

d. Your final obligation, if conditionally promoted, is to attend and successfully complete the required level of NCOES. Failure to complete, i.e., you are declared a no-show, are academically eliminated, eliminated for cause, etc., will cause you to be reduced. Again, depending on your circumstances, you may or may not be granted de facto status.



The Gateway

**A special pullout section
of the Hub**

Winter 2001

Story coordinator

Lt. Col. Caryl Buford

Full Time Support
Management Directorate
AR-PERSCOM

This insert provides information of an advisory and informative nature concerning USAR full-time support and is distributed to all AGR soldiers as well as to the employees of the U.S. Army Reserve Personnel Command, or AR-PERSCOM. This insert is governed by Army Regulation 25-30.

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AR-PERSCOM Public Affairs telephone numbers are:
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To change your address, contact your personnel manager.

From the eagle's nest

Training \$\$\$ lower than expected

Some orders for training may be revoked



Col. Barry Gallagher

Have you ever heard the old adage, "Plan for the worst and hope for the best?" This is what we are doing in the Full Time Support Management Directorate to compensate for a shortage of Active Guard Reserve training dollars in fiscal year 2001.

In FY00, we spent nearly \$9 million to train AGR soldiers. The FY01 Operation and Maintenance, Army Reserve (OMAR) funding guidance we received from OCAR for AGR training is below our projected requirements. In order to maximize the expenditure of these vital funds, all training needs for AGR soldiers have been organized into four categories and prioritized as follows:

Priority One. All enlisted soldiers who need NCOES training in order to validate a promotion before the end of FY01 and all officers who need the appropriate level of training to qualify them for a promotion board that meets in FY01 or early FY02. All resident courses reserved for boarded Professional Development Education courses such as Sergeant Major Academy, Senior Service Schools, Command and General Staff Officer's Course, Pre-Command Course and the First Sergeant's Course will be funded as top-priority training. In addition, all Continuing Health Education certification for medical service corps and Nurse Corps officers and Continuing Legal Education for JAG officers and NCOs will be funded at the most cost-effective training option possible.

Priority Two. All reclassification training for NCOs and branch qualification or functional area training will be considered a second-level need. We will only fund this type of training for our shortage branches, functional areas, and Military Occupational Specialties. This type of training will only be used to qualify soldiers for vacancies in our highest-priority units.

Priority Three. All additional skill training that is required because of the type of unit and or position will be considered a lower priority during FY01. Funding decisions will be based on the priority of the unit and or position that requires the trained soldier. Examples are Airborne Training, Request Training, ATRRS Training, and Battle Staff Training to name a few. Higher-priority units will be given first consideration for any Priority Three training that is approved during FY01.

Priority Four. All training that falls into this category is considered nice to have, but not essential to the U.S. Army Reserve. Courses such as Master Fitness Trainer and Pathfinder are a couple that would fall into this category, and there are many more.

Shortfalls in training funds are not a new problem for the AGR program or for the USAR in general. In fact, we faced this problem last summer. With the support of the Office, Chief, Army Reserve, we were able to secure additional funding that allowed us to meet most of our high-priority training needs.

We will do all that we can to secure additional funds, but we

**"We must train
the AGR soldier at the
appropriate time
to maximize the utilization
of resources and
minimize the turbulence
on individual soldiers
and their careers."**

need to do this in a responsible manner. This means training the AGR soldier at the appropriate time to maximize the utilization of resources and minimize the turbulence on individual soldiers and their careers. With this in mind, it is imperative that we change the way that AGR training funds are executed.

We are preparing unresourced requirements, or URR, for many Priority Two and Three training requirements for the remainder of FY01. Currently, we only have enough money to cover our Priority One needs and some Priority Two requirements in Force Support Package One units. We will carefully monitor the execution of all FY01 training dollars in the first and second quarters to forecast our needs for additional funds and to recycle those funds not used.

Effective immediately, all orders for Priority Three and Four training for the first five months of FY01 will be revoked. We will work closely with all training agencies to minimize the problems associated with the release of these training quotas. If funds are provided later this year, it is possible that many of our Priority Three requirements can be met during the third and fourth quarters. No Priority Four training will be funded for the remainder of FY01.

The soldiers and civilians at FTSMD are working hard to ensure that we get the "biggest bang" for our training bucks in FY01. We have planned for the worst and will execute our training budget in accordance with the highest needs of the Army Reserve. If we are given more money during the year, we have a plan that will ensure that we get the maximum benefit for these funds as well. Fiscal year 2001 will be a challenging budget year, but we have a plan that will allow us to do the very best job possible for the commanders and soldiers we serve.

Here's how to reach the FTSMMD staff

The Full Time Support Management Directorate uses an automated call processor telephone system. Dial any of the three phone numbers below and the menu choices will direct you to the correct FTSMMD office. If you know your party's four-digit extension, you may bypass the menus by pressing 1 after the tone, then dialing the four-digit extension. This will take you directly to your party. If you do not know the four-digit extension, the menu choices will direct you to the correct office. **If you are not an Active Guard Reservist or calling about an AGR soldier, FTSMMD employees cannot reroute your call.**

To send electronic mail, or e-mail, use the following format:

firstname.lastname@ARPSTL.ARMY.MIL

Commercial (314) 592-1234

Toll-free (800) 325-4118

DSN 892-1234

ENLISTED MANAGEMENT DIVISION (ARPC-ARE)

5106 Division Chief

5114 GO corr/VIP/Congressionals, EFMP

5101 Admin NCO

Operations

5115 Operations NCO

Personnel Management Branch (ARPC-ARE-E)

5102 ARE Branch Chief

5104 Assistant Branch Chief

5121 Mil Per Mgt Spc

Combat Arms, Combat Support, Combat Service Support Team

5120 Team Chief

5121 11B/C/H/Z, 12B/C/Z, 13B/F/Z, 19D/K/Z, 25V/Z, 35E/J/W, 45E/K, 52D/X, 55B, 67U/Z, 68X, 88Z, 92R, 93P

5122 57E, 62B (SSG), 63B (SFC), 63S, 5123 SFC, 62B (SPC-SGT), 63B (SFC-MSG), 63D/ E/H/J/T/W/Z, 8H/K/ L/M/N/P/T/U/ X/5124 37F, 62B (SSG), 63B (SFC)

5125 92A (SFC-MSG), 92Y (SPC-SGT)

5126 92A (SPC-SSG), 92Y (SSG A-K)

5127 77F/L/W, 92G/M, 92Y (SSG L-Z)

5128 92Y (SFC-MSG)

5129 31C/F/L/P/R/U/W/Z, 38A, 39B, 51H/M/T/Z, 52E/G, 54B, 62N, 81L, 82D, 95B/C/D, 96B/D/H/Z, 97B/E/L, 98C/G/H/Z

Career Management Field 71 Team

5130 Team Chief

5131 75H (SFC/MSG A-K)

5132 75H (SFC/MSG L-Z)

5133 71G, 91A/B/C/E/J/S/X

5134 71L

5135 75F, 75H (SGT/ SSG)

5136 75B

5137 46Q/R/Z, 71D/M, 73C/D/Z, 74B/C/G/Z

Career Management Field 79 Team

5140 Team Chief

5141 79R (1st Brigade)

5142 79R (Retention NCO)/(2nd Brigade)

5143 79R (3rd Brigade)

5145 79S (5th Brigade)

5146 79R (6th Brigade)

5147 79R (Accessions)

5148 79R (Detailed Recruiters)

5149 USAREC Liaison

Accessions Team

5110 Team Chief

5112 Accessions Tech.

5103 Marketing NCO

Military Personnel Branch (ARPC-ARE-M)

5106 MPB Chief

5110 Assistant MPB Chief

Professional Development/Reenlistments Team (ARPC-ARE-ME)

Personnel Records Branch (ARPC-ARE-MR)

5112 NCOIC

Enlisted Records

5108 Team Leader

5109 Team Leader

5107 Records NCO(MSG(P),SGM)

Special Actions Branch

5105 Branch Chief, Compassionates/Relieved Recruiters, Flags/Local Bars, TDRL/Medical, QMP/VERP

OFFICER MANAGEMENT DIVISION (ARPC-ARO)

5171 Division Chief, Opns Officer, Opns Sergeant, Opns Officer Accessions Team

5173 Officer accessions

Officer Management Team

5185 Team Chief

5183 88, 90, 91

5179 92, 51

5170 (DA 1506 and Retirement)

5180 (MS, 70 series)

5177 55, 56, 66, 46A

5169 (ALL AFS)

5178 41, 42, 43

5174 (DA 1506 and Retirement)

5181 18, 31, 38, 39, 50, 59A, 74

5184 11, 12, 13, 14, 15, 54, 01

5188 Overseas

5182 25, 44, 45, 49, 51, 53, 24

5176 21, 35

5189 (Retirement-AFS)

Warrant Officer Section

5187 Section Chief/91XX, 15XX and all CW5s

5186 WO1-CW4

Records Team

5175 Team Chief, Records NCO, Mil Tech

Special Actions Branch

5172 Branch Chief, DAADBs, Flags/Medical, Compassionates/EFMP

DISTRIBUTION DIVISION (ARPC-ART)

5190 Chief

5193 IMO

5191 Mil Pers Mgt Spec

Command Actions Branch (Reg Acct Mgr)

5197 Chief, USAREC,

5198 65th ARCOM, 70th RSC, 84th DIV, 88th RSC, 96th RSC, 104th DIV, 214th AVN GRP, 416th ENG CMD, FORSCOM, TRADOC, OCAR/DA/NCR, Joint HQs, 8th Army, 9th ARCOM

5195 77th RSC, 89th RSC, 99th RSC, 3d MEDCOM, 19th TAACOM, 78th DIV, 80th DIV, 310th TAACOM, 311th SIG CMD

5196 63rd RSC, 75th Div, 90th RSC, 91st Div, 95th DIV, 98th DIV, 143rd TRANS, REDC, USAG McCoy, NCO Academy DIX, NCO Academy Lewis, NCO Academy McCoy, RRTC, NAAD/RTS MED, 311th COSCOM, 377th TAACOM

5199 USARC, 81st RSC, 87th DIV, 100th DIV, 108th DIV, 335th SIG CMD, 412nd ENG CMD, 94th RSC

Senior Officer Enlisted Management Office (ARPC-ARS)

5155/56Mil Tech

NDAA

ARNG, USAR forces benefit from National Defense Authorization Act

Nearly 1.4 million members of the National Guard and Reserve will benefit significantly from the \$309.9 billion fiscal 2001 National Defense Authorization Act (NDAA), which President Clinton signed into law Oct. 30, 2000, according to a news release from the Office of the Assistant Secretary of Defense (Public Affairs).

Starting Jan. 1, Guard and Reserve members will see a 3.7 percent increase in drill and annual training pay, and numerous other incentives and benefits that the Department of Defense believes will keep them in uniform longer and attract more young people to join the force.

"The 2001 NDAA helps every man and woman in this force - active, Guard and Reserve," said Charles L. Cragin, principal deputy assistant secretary of Defense. "We are so fortunate to have the most dedicated, hardest working military force in the world. The authorization act gives them the tools to do their jobs while improving their quality of life and taking care of their families."

The 2001 NDAA:

Establishes the effective date for participation in the Thrift Savings Plan (TSP) by active and Reserve personnel as 180 days after the date of enactment of the act. The secretary of Defense may delay implementation for an additional 180 days if implementation at the specified date would prevent the Federal Retirement Thrift Investment Board from being able to provide timely and accurate services to investors or would place an excessive burden on the administrative capacity of the board to accommodate participants in the TSP. Some delay is likely due to the need for system changes.

Authorizes \$668.8 million for National Guard and Reserve military construction (MILCON), an increase of \$446.8 million above the president's budget. The fiscal 2001 MILCON authorization is \$24.2 million more than the fiscal 2000 MILCON authorization for the National Guard and Reserve. This increase funds construction for 61 new projects for Guard and Reserve facilities.

Authorizes approximately \$2.3 billion for National Guard and Reserve equipment, including the president's budget request of \$1.3 billion and congressional adds of \$1 billion.

Procurement highlights include:

The Army National Guard received authorization for two UH-60L and two UH-60Q helicopters in addition to the six UH-60 aircraft in the president's budget. Also, authorized were UH-60 helicopter firefighting (Firehawk) kits, upgrades to the Bradley

Act affects mil techs

The NDAA amends the mandatory separation or retirement of Army Reserve and Air Force Reserve non-dual status technicians to specify that required action based on becoming eligible for an unreduced annuity is now based upon the individual reaching age 60. Also, Army Reserve and Air Force Reserve non-dual status technicians who were separated or retired as a result of the changes to the law last year but have not reached age 60 may, with the approval of the service secretary, be reinstated to the technician status held by that individual immediately before separation. The effective date of reinstatement is the date the employee resumes technician status.

fighting vehicles, medium tactical vehicles (MTV), 10 special purpose vehicles for Weapons of Mass Destruction Civil Support Teams, SINCGARS radios, Enhanced Position Location Reporting Systems for the enhanced separate brigades, Force-on-Force Instrumented Range Systems for mechanized units, and the Distance Learning Program.

The Army Reserve received authorization for eight UH-60L helicopters from Congress in the active component account. Also, funding was authorized for Highly Mobile Multipurpose Wheeled Vehicles, also known as the HMMWVs, pronounced "humvees;" MTV; and for vibratory rollers that attach to tractors and heavy engineering equipment.

The 2001 NDAA also:

Allows the president to appoint children of National Guard and Reserve personnel to the service academies as part of the 100 he may select for each academy from children of armed forces members. To be eligible for an appointment, the Reserve member must have been credited with at least eight years of service computed for Reserve retirement (2,880 retirement points), or have qualified for a non-regular retirement (gray area and age 60 retirees).

Authorizes service secretaries to pay either drill pay or the \$50 stipend to Guard and Reserve members when training for or performing funeral honors in the new funeral honors duty status, which was established last year. Previously, members were

NDAA ups creditable points to 90

National Guard and Reserve members now can receive credit for up to 90 points each year for inactive duty training, completion of correspondence courses and membership in the Guard or Reserve. This is a 15-point-per-year increase over the previous limit and will allow Guard and Reserve members who perform additional drills and complete additional study through correspondence courses to receive credit for their extra effort, which will be used to calculate their Reserve retired pay. Also included are improvements in special pays and benefits.

authorized only the \$50 stipend. Also, Guard and Reserve members who are injured or become ill while in a funeral honors duty status are now eligible for incapacitation pay.

Recognizes the increased responsibility placed on mid-grade enlisted members by providing an added pay increase for enlisted personnel in the pay grades of E-5 through E-7. This pay increase will take effect on July 1, 2001, and is in addition to the January 1, 2001, 3.7 percent pay increase.

Allows Reserve forces members to travel "space required" on military aircraft when traveling between the member's home and place of annual training or inactive duty training, both inside and outside the United States. This significantly expands the travel authority enacted last year that authorized National Guard and Reserve members to travel space required to an inactive duty training site outside the United States.

Retains Reserve forces officers who are called to active duty, with their consent, for three years or less, on the Reserve Active Status List, rather than placing them on the Active Duty List. Previously, only officers voluntarily serving on active duty for 180 days or less were exempt from being placed on the ADL. Reserve forces officers on active duty for up to three years can now be considered for promotion by a Reserve promotion selection board rather than an active-duty promotion selection board.

Authorizes National Guard and Reserve members and their dependents legal assistance for their personal legal affairs (subject to the availability of legal staff) following release from active duty from a mobilization for more than 30 days. If legal staff is available, assistance can be provided for at least twice as long as the period of mobilization. This will help Guard and Reserve members and their families with legal matters following a mobilization.

Entitles Guard and Reserve members who are in certain skills or job designated by the service secretary to special duty assignment pay when performing inactive duty training. Guard and Reserve members can now be paid one day of the incentive pay for each drill.

Specifies that Reserve forces medical officers are authorized their special pay while performing any type of active duty (annual training, active duty for training, active duty for special work and active duty). It also makes clear that Guard and Reserve medical

and dental officers may not be paid the Reserve and active duty special pay at the same time.

Expands TRICARE Prime Remote and eliminates co-payments under TRICARE Prime for Service member's immediate family.

Authorizes Guard and Reserve members traveling to inactive duty training more than 50 miles from their home to be eligible for on-base billeting in Department of Defense facilities on the same basis as active duty members traveling on official business.

Beginning Jan. 1, Guard and Reserve members who do not elect a full, immediate annuity under the Reserve Component Survivor Benefits Plan will be required to get the spouse's written consent when making the RC-SBP election, including any decision not to participate in RC-SBC. This is consistent with the requirement for active duty members when making an SBP election.

Authorizes five more full-time National Guard Weapons of Mass Destruction Civil Support Teams, bringing the total number of teams to 32.

Reaffirms the secretary of defense role to establish policy for and oversight of all DOD youth programs. The National Guard Bureau will continue to administer the Challenge Program under this provision.

Requires the appointment of RC chiefs and National Guard directors to the rank of lieutenant general/vice admiral (O-9) within one year and provides for a corresponding increase in the number of O-9 officers authorized to serve on active duty. It also extended the authority to waive, on a case-by-case basis, the joint Service requirement until Oct. 1, 2003, for those officers nominated for appointment as one of the Reserve chiefs.

Provides active and Reserve forces officers equal eligibility for involuntary separation pay. Under this provision, active, Guard and Reserve officers who twice fail to be selected for promotion will be eligible for separation pay. However, officers who have failed twice to be selected for promotion and who subsequently decline continuation after being selected for continuation for a period that would allow them to qualify for retirement would no longer be entitled to separation pay.

Excludes Reserve medical and dental officers of the Army and Air Force from counting against the maximum number of officers authorized in the grades of major, lieutenant colonel and colonel. This is the same exemption that already exists for active duty and Naval Reserve medical and dental officers.

Exempts a limited number of Guard and Reserve members on active duty for up to 270 days in support of unified and specified commanders in chief requirements from counting against active duty end strength.

Guard and Reserve officers may now be considered for continuation without the officer first applying for continuation.

Permits the names of officers recommended for promotion to a grade below brigadier general or rear admiral (lower half) by a promotion selection board to be released when the board report is transmitted to the president. For officers recommended for promotion to a general or flag grade, the names may be released when the president approves the selection board report.

For details, call ARNG Col. Terry Jones at (703) 693-8617.

Act paves way for military participation in Thrift Savings Plan to augment retirement

by Jim Garamone

American Forces Press Service

WASHINGTON, Oct. 31, 2000 — Military members will be able to create their own retirement nest egg by using the Federal Employees Thrift Savings Plan beginning next year, Defense Department officials said.

A portion of the Floyd D. Spence National Defense Authorization Act for Fiscal Year 2001 that President Bill Clinton signed Oct. 30, 2000, allows service members to participate in the civilian retirement plan, said Navy Capt. Elliott Bloxom, the Department of Defense's director of military compensation.

The Thrift Savings Plan offers federal civilian employees the same type of savings and tax benefits that many private corporations offer their employees under so-called "401(k)" plans. Money invested in the TSP comes from pre-tax dollars and reduces taxable income; investments and earnings are not taxed until they're withdrawn.

The plan has been in place since 1986.

The authorization act would allow active duty and Ready Reserve service members to invest up to 5 percent of their basic pay in the plan and all of any special and incentive pays they may receive — including bonuses — up to a total \$10,500 annual limit.

Civilians in the current Federal Employees Retirement System receive matching government funds in the TSP program. The investment benefit for the bulk of the military force, however, will resemble that of workers in the old Civil Service Retirement System. Those employees also have a 5 percent ceiling and receive no matching funds.

Servicemembers may be eligible for matching funds in limited instances. Under the Special Retention Incentive portion of the legislation, members in certain critical specialties may receive matching funds

Money invested in the Thrift Savings Plan comes from pre-tax dollars and reduces taxable income; investments and earnings are not taxed until they're withdrawn.

based on their contributions from basic pay. In return, the member would have to agree to spend at least six years in the specialty.

"The match is discretionary by the service secretaries," Bloxom said. "We will be meeting with the services to determine how the services want to implement this. I would envision at this point that the services would offer the match similar to the way they offer the selective re-enlistment bonus."

Bloxom said the services might offer TSP matches instead of a selective re-enlistment bonus, but nothing in the law says servicemembers cannot receive both.

The legislation calls for the plan to be implemented within 360 days of the signing of the legislation. "Of course, the critical date will be determined by when the (Federal Retirement) Thrift Investment Board is able to provide timely and accurate services to our members," Bloxom said. "Accommodating DOD will double the number of individuals who are eligible to participate in the TSP. Right now, we envision that members will be able to enroll in the TSP beginning in October 2001. That will mark the start of a special 60-day open season."

Participation is optional and not automatic. Servicemembers who want to sign up or change their investment levels generally would do so during designated "open seasons" — the same as civilian employees.

"Actual cash contributions would not start until after that open season," Bloxom said. He estimated service members would actually begin investing by January 2002.

DOD officials are working with the Defense Finance and Accounting Service and the thrift investment board on how to get the whole program up and running. Forms and educational materials will go out to service members so they can make an informed choice during the open season.

The TSP program currently allows employees to invest in any or all of three mutual funds: a government bond fund, a corporate bond fund and a stock fund. TSP administrators currently estimate that May 1 will be the stand-up of two new mutual fund options: international stocks and small-business stocks.

For more information on how the program works for civilian employees, visit the TSP web site at www.tsp.gov. The site includes a range of forms and publications, news releases, frequently asked questions and investment calculators, and it offers online account access. Information on TSP for the Uniformed Services — UNISERV — should also be available at the site soon.

A related site of interest is http://www.whitehouse.gov/library/hot_releases/October_30_2000_9.html where you can find "Statement by the President: Signing of the 'Floyd D. Spence National Defense Authorization Act for Fiscal Year 2001.'"

New program cuts health-care costs for some families of active-duty military

TRICARE Prime Remote for Family Members debuts Oct. 1

by Staff Sgt. Kathleen T. Rhem, USA
American Forces Press Service

WASHINGTON, Dec. 15, 2000 — Families of active-duty servicemembers serving in areas far from a military base and its medical facilities will be eligible soon for a new program designed to cut their health-care costs.

The Fiscal Year 2001 National Defense Authorization Act provides for TRICARE Prime Remote for Family Members to begin Oct. 1, 2001. Active-duty members in locations more than 50 miles from a military medical treatment facility have had TRICARE Prime Remote since Oct. 1, 1999. Their families, however, are covered under TRICARE Standard.

TRICARE Prime Remote is similar to civilian health maintenance organizations and preferred provider plans. Beneficiaries use participating health-care providers and pay relatively low co-payments and no deductibles. Under TRICARE Standard, users can choose any provider, but they

pay deductibles and higher co-payments.

TRICARE Prime Remote for Family Members will affect the families of roughly 80,000 active-duty servicemembers, including recruiters, ROTC instructors and staff, and Training with Industry program participants. The new family-member program will offer the same co-payment schedule as TRICARE Prime — much lower than TRICARE Standard.

Coast Guard Lt. Cmdr. Robert Styron, regional operations officer for the TRICARE Management Activity here, said the new program responds to families' complaints about being ordered to remote areas where TRICARE Standard is their only military health-care option. He acknowledged health care can be fairly costly using TRICARE Standard.

Families object because their medical care would be free if they were on a base or in a catchment area, Styron said.

TRICARE officials are still ironing out enrollment details but expect to publicize

steps prior to Oct. 1. Styron stressed individuals can make the process easier when the time comes by ensuring their information in the Defense Eligibility Enrollment Reporting System, or DEERS, is current and accurate.

He said the legislation also includes a "waive charges" clause to provide some interim relief until TRICARE Prime Remote for Family Members debuts. Generally, TRICARE plans to waive most cost shares and deductibles incurred by eligible family members between Oct. 30, 2000, and Oct. 30, 2001.

Styron said the clause isn't in effect yet because officials are still working out program details. In the meantime, he advised family members in remote areas to keep all their receipts for co-payments, cost shares and deductibles.

"They may be able to be reimbursed when the details are worked out," he said.

For more information, visit <http://www.tricare.osd.mil>

Eligible uniformed services retirees, spouses,

Medicare-eligible uniformed services retirees, their spouses and survivors who are age 65 and over will be entitled to expanded health care benefits under the 2001 National Defense Authorization Act signed by President Bill Clinton Oct. 30, 2000.

According to Pentagon data, this population represents approximately 1.4 million people. The new benefits include coverage under TRICARE, the military's health care program, and pharmacy coverage.

April 1, 2001, is the start date for eligible beneficiaries to receive pharmacy benefit to include access to military treatment facility pharmacies, the National Mail Order Pharmacy program and retail pharmacies. Beneficiaries who currently are age 65 or older or who will be 65 before April 1, 2001, will be eligible to use the pharmacy benefit without being enrolled in Medicare Part B. Those who turn 65 on or after April 1, 2001, will need to be enrolled in Medicare Part B in order to use the pharmacy benefit.

Effective Oct. 1, 2001, under the new law, eligible beneficiaries

who continue to receive medical care from their current Medicare providers will have TRICARE as their second payer. TRICARE will pay their out-of-pocket costs for services covered under Medicare. In addition, they will have access to TRICARE benefits that may not be covered under Medicare. To participate in the health program, beneficiaries must be eligible for Medicare Part A and enrolled in Medicare Part B.

"We are pleased to have the legislative authority to provide our Medicare-eligible beneficiaries health care benefits similar to those other military beneficiaries receive. We have begun to work out the many details for each new authority and will continue to update our web site as we progress at http://www.tricare.osd.mil/nda/fast_facts.htm This new authority gives us the ability to keep the faith with America's military," said J. Jarrett Clinton, the acting assistant secretary of defense for health affairs.

Eligible seniors should NOT immediately cancel their current "Medigap" insurance coverage, according to TRICARE Man-

RC members can now request service academy nominations

Is your child one in a hundred?

by Gerry J. Gilmore

American Forces Press Service

WASHINGTON, Dec. 15, 2000—Reserve and National Guard members can now apply to send their sons and daughters to military service academies via presidential nomination.

The initiative, part of the fiscal 2001 National Defense Authorization Act signed by President Bill Clinton Oct. 30, covers Reserve Component members with eight or more years of active-duty service or have qualified for a non-regular retirement, said Charles L. Cragin, principal deputy under-secretary of defense for reserve affairs.

The president has the authority to nominate 100 individuals to each of the academies each year. Previously, only active-duty people and their children were eligible for such nominations.



“I like to say that if you’re in the military, active or Reserve Component, you are ‘twice the citizen,’ ” Cragin said, using Winston Churchill’s phrase (also the basis for AR-PERSCOM’s address: <http://www.2xcitizen.usar.army.mil/>). “You have the benefits of being a citizen, and so you always have the ability

to go to your member of Congress and ask them to consider a nomination.

“But, now, if you are in the military, active or reserve, and have eight or more years of active duty in the aggregate, you can also seek to have the president nominate your son or daughter,” he added.

Cragin noted many of today’s much-deployed Guard and Reserve members have extensive active-duty time under their belts.

“A lot of reservists have considerable active-duty service, and, in fact, it continues to increase because we’re calling up these men and women,” he said. “They’re serving in Kosovo, or Bosnia, or Southwest Asia. And so, they’re accumulating more and more active duty.”

survivors to get expanded health care benefits

agement Activity officials, who will administer the new benefit. The Department of Defense is working with the Health Care Financing Administration (the organization that administers the Medicare benefit) to provide the most accurate information on the appropriateness of continued enrollment in “Medigap” insurance policies.

Eligible beneficiaries should do two things now to ensure their future eligibility for TRICARE benefits, according to TRICARE Management Activity officials.

First, they should update their Defense Enrollment Eligibility Reporting System, or DEERS, record with their correct address and any changes in family status such as marriage, divorce, birth or adoption. Home addresses are important because the address on file with DEERS is used to send out information on health benefits. In addition, health benefits could be denied if DEERS is not updated to reflect a new spouse or child. Retirees may update DEERS by:

- Going to the nearest military personnel office;
- E-mailing changes to addrinfo@osd.pentagon.mil
- Mailing changes to the DEERS Support Office, ATTN: COA, 400 Gigling Road, Seaside, Calif. 93955-6771;
- Calling the toll-free numbers for the DEERS Support Office, 1 (800) 334-4162 (California only), 1 (800) 527-5602 (Alaska and Hawaii), and 1 (800) 538-9552 for the rest of the United States.

Second, eligible beneficiaries should enroll in Medicare Part B if they haven’t already. If they are not sure if they are enrolled, they can check the back of their Social Security card. To enroll, beneficiaries must submit an application for Medicare Part B directly to the Social Security Administration. The General Enrollment Period for enrollment in Medicare Part B is held Jan. 1 through March 31 of each year, and Part B coverage starts on July 1 of that year. For details on enrollment in Part B, beneficiaries may call the SSA toll-free number, 1 (800) 772-1213, or visit any Social Security office. They also can find information at <http://medicare.gov>

The Army Arch Run Half-Marathon

Armed Forces Day 2001 (May 19)

ST. LOUIS -- The Second Army Arch Run Half-Marathon has been set for May.

"In keeping with the theme set by last year's run the 2001 Army Arch Run Half-Marathon will be held on Armed Forces Day, Saturday, May 19," said Col. Timothy Cannon, commander of the U.S. Army Reserve Personnel Command, hosting the event.

Runners will start at 7:15 a.m. and wheelchair athletes will start at 7 a.m. The cost is \$15 per person for registration made by May 15 and \$20 per person for registration made between May 16 and the day of the race. Registration begins this month and can be made via the Internet (www.fleetfeetsports.com) in person or by mail. Fleet Feet Sports Inc. is administering the race for the U.S. Army Reserve Personnel Command. Fleet Feet is located at 3899-F South Service Road, St. Peters, Mo. 63376.

Following in the footsteps of a very successful Inaugural Army Arch Run Half-Marathon, race officials are excited about the 2001 edition of the Arch Run.

"Overall, last year's race was enthusiastically received," said Maj. Aaron Walter, the 2001 race director, "but we listened to the runners comments and we hope to have an even better race in 2001."

The inaugural race drew 465 participants from around the country and the participants ranged in age from 11 to 73.

Course. The moderately hilly, 13.1-mile USA Track and Field-certified course starts in Overland at the command Headquarters in the Federal Records Center, 9700 Page Ave. The course goes through some of St. Louis's most historic and scenic neighborhoods, and ends at the banks of the mighty Mississippi River by the famous Gateway Arch. The Army Arch Run is not an out-and-back or loop course. The finish is 13.1 miles from the start.



Packet pickup. Packet pick-up will be from 10 a.m. to 8 p.m. on Thursday and Friday, May 17 and 18, at the Headquarters, U.S. Army Reserve Personnel Command at 9700 Page Ave. On race day, packets may be picked up at the start area from 6 a.m. until the start of the race.

Transportation. Free parking is available at the start area and free bus transportation will be available to take participants from the finish area back to the start area. Buses will leave the finish area at 30 to 45 minute intervals beginning at approximately 9:30 a.m. Runners will be able to tag their gym bags at the start area and have them shuttled to the finish area.

Awards will be given to the top three male and female finishers overall and in 11 individual categories. Wheelchair athletes will receive awards based upon the total number of participants. There will also be awards for the top three teams in nine team categories, including three military divisions. All participants will receive an Army Arch Run T-shirt and a certificate.

The award ceremony will include a commemoration of the Tenth Anniversary of

Operations Desert Shield/Desert Storm and a salute to those veterans. Cannon invites civilians and members of the Department of Defense and Coast Guard to join AR-PERSCOM in this competition. The race is a perfect opportunity to further the military's presence within the civilian community in the St. Louis area and to interact with others in DOD, according to Cannon.

The history of the Arch Run dates back to 1994, when military and civilian employees at AR-PERSCOM got up before the break of dawn, put on their running shoes and made a 13-mile team building run to the Gateway Arch. Six runners made the first run and completed the course in approximately 1:52. The winner of the Inaugural Army Arch Run Half-Marathon, Ron Chisolm of suburban St. Louis, toured the course in a quick 1:11:10.

The inaugural run had five military teams representing Fort Leonard Wood, Mo.; AR-PERSCOM; and the Gateway ROTC Battalion of the St. Louis metropolitan area. Individually, there were runners from the Office of the Chief, Army Reserve; Fort Polk, Va.; Scott Air Force Base, Ill.; Fort Leonard Wood; AR-PERSCOM; and the Gateway ROTC Battalion.

To learn more about the Army Arch Run, visit the web site at: <http://www.2xcitizen.usar.army.mil/archrun.htm> or contact Ray Gall via e-mail at raymond.gall@arpstl.army.mil or by phone at (314) 592-0000 Ext. 3912.

Registration may be made online at <http://fleetfeetsports.safeshopper.com/>

A hard-copy form is available at <http://fleetfeetsports.com/archrun.htm>

Registration may be mailed to: Fleet Feet, 3899-F South Service Road, St. Peters, Mo. 63376.

Paying by check or money order? Make it out to: AR-PERSCOM MWR. *Registration by mail must be postmarked by May 14.*

REGISTRATION FORM

It is my sincere goal to complete The ARMY ARCH RUN HALF-MARATHON as a:

Runner _____ Wheelchair _____
(If you are a member of the Armed Forces please indicate which branch. Army _____ Navy _____ Air Force _____
Marine _____ Coast Guard _____)

Name _____

E-mail Address (if applicable) _____

Address _____

City/State/Zip _____

Phone () _____

Date of Birth (MM/DD/YY) _____

Tee Shirt Size (Circle): S M L XL XXL

Your best half-marathon finish time in the past year: Hours Minutes Seconds

Are you running as part of a team? Yes No TEAM CAPTAIN _____

Team name: _____

TEAM DIVISION ENTERING: OPEN MEN _____ OPEN WOMEN _____ OPEN MIXED _____
MASTERS MEN _____ MASTERS WOMEN _____ MASTERS MIXED _____ MILITARY MEN _____ MILI-
TARY WOMEN _____ MILITARY MIXED _____

Waiver of Liability: In consideration of your accepting this entry, I, the undersigned, intending to be legally bound, hereby, for myself, my heirs, executors and administrators, waive and release any and all claims for damages, loss of personal property, demands, actions and causes of actions, administrative or legal, against the U.S. Army Reserve, U.S. Army, Department of Defense, the Federal Government, Fleet Feet Sports, Inc., the Cities of St. Louis, University City, Clayton and Overland, St. Louis County, their affiliates, officials, representatives, contractors, employees, successors and assigns for any and all injuries suffered by me in this event. I agree to abide by any decision of a race official relative to my ability to safely complete the run. I attest and verify that I am physically fit and have sufficiently trained for the competition of this run. Further, I hereby grant full permission for the free use of my name and/or any photographs, videotapes, audio recordings and any other record of this event for any legitimate or lawful purpose. No endorsement of Fleet Feet Inc., or its services or products, by the Federal government or its agencies or instrumentality is inferred or intended by its participation in this event.

Signature (parents signature if under 18) _____

DATE: _____

VISA Card _____ MasterCard _____ American Express Card _____ Discover Card _____

Credit Card # _____

Expires: _____

Name as it appears on the card: _____



Master Sgt. Vickie Freed delivers a gift pack to a local veteran.



Photos by Sgt. 1st Class Frank Ulery
Sgt. 1st Class Lissa Coronado visits a veteran hospitalized at John Cochran VA Hospital.



At left, Santa Claus (Maj. Kenneth Spielvogel) takes a breather. ♦ Sgt. 1st Class Kathy Swanson carries in a load of goodies.



Master Sgt. Donald Howard, Master Sgt. Ellsworth LeGrant and Sgt. 1st Class Josefa Neil sing Christmas carols.

Soldiers, civilians continue holiday tradition to help vets

Continuing a very long AR-PERSCOM tradition, Santa Claus, assisted by his elves, visited three veterans facilities in the St. Louis area before Christmas.

Event coordinator Sgt. Maj. John Stewart of the Plans Directorate reports that more than 100 AR-PERSCOM soldiers and civilian employees volunteered to visit at John Cochran VA Hospital and Jefferson Barracks VA Hospital and Missouri Veterans Home this year.

Santa Claus and a veterans facility coordinator led each visiting group of about 30 through the hospital's wards visiting with veterans. The group brought holiday cheer, gift packages and sang carols to the veterans.

Stewart coordinated the visits for the third year running. Using generous donations from the local chapters of the Non-Commissioned Officer Association, Reserve Officer Association and Association of the U.S.

Army; discounts from Scott Air Force Base exchange, commissary and local merchants, he and his helpers assembled 425 generous gift packages for the veterans.

That's a contrast to the 200 gift packs that were given out two years ago. (AR-PERSCOM recently added Missouri Veterans Home and more wards at Jefferson Barracks to the list.) The gift packs included fruit, socks, writing materials, playing and greeting cards, and personal grooming aids.

"Everyone found each visit especially heartwarming. They enjoyed visiting with the veterans, delivering gifts and holiday cheer, and singing Christmas carols," Stewart said. "We get as much out of it as they do."

Interested in volunteering at a veterans facility near you? Look in the government pages in the telephone book and ask for the volunteer coordinator when you call. (J.D.S.)

NEWS NOTES

IN THE KNOW

Find out more about military issues

"AFIS On Assignment" is a weekly publication of the American Forces Information Service. Produced each Friday, the publication is a preview of stories being released by the American Forces Press Service and the Armed Forces Radio and Television Service. It also contains highlights of DOD imagery and web special reports. Go to <http://onassignment.afis.osd.mil>.

"AFIS On Assignment" promotes stories pertinent to the servicemember and the DOD civilian that are being worked on by the American Forces Press Service at www.defenselink.mil/news and the Armed Forces Radio and Television Service NewsCenter at www.defenselink.mil/news/multimedia.html

ARMY TRANSCRIPTS

Records now available online

Soldiers can now access their transcripts online. Army Times reports that the transcripts are currently accessible online to current and former enlisted members of the Regular Army, National Guard and Army Reserve with service entry dates of Oct. 1, 1981, or later, according to an article on the DOD Webmasters listserver.

Online transcripts may become available to commissioned and warrant officers later. With the new system, soldiers will be able to access their transcript via the World Wide Web even if they are on operational deployment and will be able to routinely review their transcript to make sure it is current. A transcript includes the soldier's rank, military status (active or inactive), time in service, formal military courses, military occupational specialties and special skills held, standardized test scores and college credit recommendations of the American Council on Education.

To gain access to transcripts online visit the following web site: <http://leav-www.army.mil/aarts>

Soldiers must provide their names, Social Security numbers and service entry dates via a secure link on the Web site. Soldiers can also request a transcript through their local education center by calling toll-free 1 (866) 297-4427 or by writing the AARTS Operation Center, 415 McPherson Ave., Fort Leavenworth, Kan. 66027-1373

ONLINE SCHOOLHOUSE

Earn college credit, degrees, tech certificates

Fort Benning, Ga.; Fort Campbell, Ky.; and Fort Hood, Texas; will be the first test bases to try out the new Army University Access Online education initiative beginning this month, according to its web site.

EArmyU will eventually give all active-duty soldiers of all ranks the opportunity to earn college credits, degrees and technical skills certifications online at low or no cost. Every soldier in the program will receive a laptop computer, textbooks, Internet access and academic counseling. Spouses of active-duty soldiers will also eventually be given access to courses.

The \$600 million program is expected to create the largest educational portal in the world as soldiers earn their degrees and technical certifications "anytime, any place, online."

For more detailed information on the program, visit EArmyU at <http://www.earmy.com> or your Army education counselor.

MOST

Save for college

It is your future: Make the MOST of it.

Missouri Saving for Tuition, or MOST, is a flexible higher education savings program that is available to anyone regardless of Missouri resident status. What's more, parents, grandparents, relatives and friends can open an account for a child. You can even open an account for yourself.

Your MOST account can be used for qualified higher education expenses at any eligible educational institution in the country as well as some schools abroad.

To find out more, log onto <http://www.missourimost.com> or stop by the AR-PERSCOM Performance Improvement Center, or PIC, where brochures are available.

BLACK HERITAGE

Observance planned

Black History Month will be celebrated at AR-PERSCOM Feb. 28 at 1 p.m. in the Great Halls. For details, contact Geraldine Smith of the Equal Employment Opportunity Office at Ext. 0491.

For more general information about the national observance, visit the Defense Equal Opportunity Management Institute, or DEOMI, web site at <http://www.pafb.af.mil/deomi/deomi.htm> Select "EO/EEO Publications," then go to "Research Publications."

ERRATUM

Misconception corrected

The October 2000 Hub featured the headline, "99% Incomplete: Many AGR packets will be tossed aside for minor errors." The statement that packets will be tossed aside is an inaccurate reflection of the work done by the USAR Board Support Branch, according to an AR-PERSCOM official.

The USAR Board Support Branch, AGR Entrance Board Team, makes every attempt to complete a soldier's application (for Active Guard Reserve status) prior to the next scheduled board, according to James Baynham, the chief of the USAR Board Support Branch under the Personnel Actions and Services Directorate at AR-PERSCOM. Its staffers make numerous phone calls, e-mail the soldier and unit, and send postcards informing the soldier what needs to be done to complete the application. The units are also contacted for missing items and data they are able to provide. Numerous searches are done to find missing evaluations and prior service records to complete the application. An AGR application is kept for one year with continuing attempts to complete the packet before the application is returned to the soldier.

Ceremonies mark ODS 10th anniversary

by Lt. Col. Randy Pullen

WASHINGTON — A wreath-laying ceremony Dec. 12 at the Tomb of the Unknowns in Arlington National Cemetery honored America's citizen-soldiers who put aside their regular lives to answer the nation's call during Operation DESERT SHIELD.

The ceremony was co-hosted by National Guard Bureau chief Lt. Gen. Russell C. Davis and Maj. Gen. Thomas J. Plewes, the chief of the Army Reserve.

Joining the two generals in laying a wreath at the Tomb was Rep. Steve Buyer (R-Ind.), who is an Army Reserve lieutenant colonel. In 1990, Buyer, who was then a captain, was called to active duty, deployed to Saudi Arabia during Operation DESERT SHIELD and served there throughout the Persian Gulf War.

Like some 102,000 of his fellow Americans who deployed to Southwest Asia during the war, he knows what it meant to leave families, friends and jobs behind to serve one's country in its time of need. Thousands of others served in Europe or in the United States in support of the deployed forces in the Persian Gulf region.

Although casualties were far fewer than originally predicted, victory over Iraq was not bloodless. Sixty-three members of the reserve components lost their lives during the Gulf War. Of that number, 25 were Army Reserve soldiers killed in action when a Scud missile hit their barracks in Dhahran, Saudi Arabia, Feb. 25, 1991.

After the wreath laying, Buyer spoke to the audience, composed primarily of sol-



diers and airmen from the Army Reserve and Air and Army National Guard.

Buyer said that when America called up its reserve components for DESERT SHIELD, it was committing the American people as it had not done for some time.

"When America tapped her sons and daughters from every street corner in America," Buyer said, "what that meant was that it was touching part of every town in America."

This was not done during the Vietnam War because the reserve components had not been called up to any great extent.

A reception was held after the ceremony at the Women in Military Service for America Memorial. Buyer joined Davis and Plewes in cutting a cake decorated in desert camouflage colors.

"I think the significance of DESERT SHIELD was that it changed the equation for the reserves," Plewes said. "We never got a chance to show we could really do the job in Vietnam so there may have been a lingering question.

"When DESERT SHIELD came along, we were ready. We had ready soldiers in ready units. They answered the call very quickly. This was a watershed event for the reserves. We were no longer a 'for emergency use only' organization; now we were engaged from the very beginning."

Plewes said that the increased use of the reserves in the past decade — such as the more than 25,000 Army Reserve and Army National Guard soldiers deployed to Europe in support of the operations in the Balkans since 1995 — can be directly attributed to the performance of citizen-soldiers during Operations DESERT SHIELD and DESERT STORM.

Plewes also credited DESERT SHIELD and DESERT STORM with providing today's reserve components with solid leadership.

"Those who were junior or mid-level leaders in the Gulf War are now our senior leaders today," Plewes said. "We now have a generation of leaders who know how to mobilize, they know the value of training and how to train properly, they know to do what is necessary to make their soldiers and their units better. The reserves have very much matured since 1990 and 1991."

Visit "Ten Years after the Storm" at <http://www.army.mil/usar/shield-storm/storm.htm> to learn more about DESERT SHIELD/DESERT STORM anniversary events.

Lt. Col. Randy Pullen is a member of the Public Affairs and Liaison Directorate under the Office of the Chief, Army Reserve.

AR-PERSCOM

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